

The next set of questions asks you to reflect on your administrator evaluation process up to this point during the 2019-20 school year.

AM_A01. Please review the list below and indicate who has observed you so far during the 2019-20 school year as part of your evaluation process.

	Has not observed you	Observed you once	Observed you two or three times	Observed you more than three times
a. My Director of Schools	1	2	3	4
b. A member of the central office team other than my superintendent, such as a principal supervisor or associate superintendent	1	2	3	4
c. A school administrator from a school other than mine	1	2	3	4
d. A school administrator from my school	1	2	3	4

AM_A02. As part of your evaluation this year, how many times have evaluator(s) observed your leadership practice in person? (Select one option)

- a. My leadership practice was not observed by an individual who was physically present (Skip the next question)
- b. 1-2 times
- c. 3-4 times
- d. 5 or more times

AM_A03. Throughout this school year, in the aggregate, how long were you personally observed as part of your evaluation in each of the following contexts?

	I was not observed in this context	1 to 15 minutes	16 to 45 minutes	46 to 90 minutes	More than 90 minutes
a. A school leadership team meeting	1	2	3	4	5
b. A schoolwide faculty meeting	1	2	3	4	5
c. A schoolwide faculty professional learning	1	2	3	4	5
d. A meeting with a subset of faculty (e.g., PLC meeting)	1	2	3	4	5
e. During a teaching observation or pre/post conference I was conducting with one of my teachers	1	2	3	4	5
f. During my classroom walk-throughs	1	2	3	4	5
g. During parent/community engagement events	1	2	3	4	

AM_A04. So far during the 2019-20 school year, how frequently have you received the following types of formal evaluation feedback from your supervisor? **INTELLIMATRIX with next question**

	Have not received	1-2 times	3-5 times	More than 5 times
a. Verbal feedback	1	2	3	4
b. Written feedback	1	2	3	4

AM_A05. To what extent did this type of feedback provide specific examples to work on? **INTELLIMATRIX with previous question**

- a. Not at All
- b. To a Small Extent
- c. To Some Extent
- d. To a Great Extent

AM_A06. Please indicate the extent to which you perceive the qualifications of your evaluator, based on the following dimensions.

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. I think my evaluator(s) are directly familiar with my leadership activities to evaluate me. (Select one option)	1	2	3	4
b. I think my evaluator(s) are knowledgeable about my leadership activities on which I am evaluated. (Select one option)	1	2	3	4
c. I think my evaluator(s) have sufficient firsthand knowledge about my leadership to evaluate me. (Select one option)	1	2	3	4
d. I think, if I am doing a good job in helping my teachers to improve, it will be reflected in my evaluation scores.	1	2	3	4

AM_A07. Which of the following pieces of evidence have been as part of your administrator evaluation process this school year? (Select all that apply) **INTELLIMATRIX with next question**

- a. Results from the Tennessee Educator Survey
- b. Results from another staff survey used at my school
- c. Results from a parent survey used at my school
- d. Results from standardized tests
- e. Student discipline data
- f. Student attendance data
- g. My school's budget
- h. General operations documents (e.g., staff meeting agendas, school newsletters)
- i. Teacher intervention plans
- j. Evidence of teacher performance at my school (e.g., teacher evaluation scores)

AM_A08. To what extent do you perceive this piece of evidence to be a valid input into your evaluation score?

INTELLIMATRIX with previous question

- a. Not at All
- b. To a Small Extent
- c. To Some Extent
- d. To a Great Extent

AM_A09. Please indicate the extent to which you agree or disagree with the following statements regarding the administrator evaluation process during this school year (2019-2020).

	Strongly Disagree	Disagree	Agree	Strongly Agree
a. The processes used to conduct my administrator evaluation are fair to me. (Select one option)	1	2	3	4
b. I received useful feedback as a result of the administrator evaluation process. (Select one option)	1	2	3	4
c. Overall, I am satisfied with Tennessee's administrator evaluation process. (Select one option)	1	2	3	4

AM_A10. In each of the following areas please indicate if you have received professional learning and how applicable it was to making changes in your school.

	Did not receive any professional learning in this area.	Received professional learning in this area, but it was not applicable in my school.	Received professional learning in this area and applied it to concrete changes in my school.
a. Student work analysis	1	2	3
b. Developing a vision and strategic plan	1	2	3
c. Student discipline (trauma informed)	1	2	3
d. Building trust and working with adults	1	2	3
e. Managing a safe and secure school	1	2	3
f. Developing the whole child (social and personal competencies)	1	2	3
g. Creating structures for equitable classroom environments	1	2	3
h. Implementing the teacher evaluation processes	1	2	3